



# Racial Equity Ad Hoc Committee Agenda

10/28/20 7:00 PM  
Virtual via  
GoToMeeting

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## Committee Members:

Mike Kelly, Mayor	Michael Rebne, Council Representative
Ben Dickens, Council Representative	Michael Calvovich
Kathleen Olvera	Suzie Mears
Michael Poppa	Kate Raglow
Michael Ryan	Carrie Paulette
Xavier Comeau	Dennis Way
Haile Sims	Josey Shaw
Stephanie Iser	Bambi Leseberg
Staff: Jennifer Jones-Lacy	

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## AGENDA ITEMS

- A. Introductions – for new members**
- B. Approval of Minutes from the 9/30 meeting**
- C. Review of Goals as stated at the 9/30 meeting**
  - 1. Developing economic and workforce opportunities for businesses and employees of color
  - 2. More education and outreach from the City. Perhaps training for staff and elected.
  - 3. Create more community engagement activities that involve our Police Department and build on that.
  - 4. Review if there are any obstacles for minority-owned businesses to open in RP and look into ways that we could encourage/increase minority-owned businesses in the City
  - 5. Make sure other RP committees are aware of this committee and that we perhaps start there with any racial equity training or efforts
  - 6. Do a policy review/lit review of what other cities are doing with racial equity.
- D. Discuss issuing a community survey**
- E. Overview of United Community Services Racial Equity in Cities project**
- F. Adjourn**

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**NEXT REGULAR MEETING:** Date: Nov 18, 2020    Time: 7 p.m    Location: Virtual



# Racial Equity Ad Hoc Committee Minutes

9/30/20 7:00 PM  
Virtual via  
GoToMeeting

## Committee Members:

Mike Kelly, Mayor - present	Michael Rebne, Council Representative -present
Ben Dickens, Council Representative - present	Michael Calvovich – absent
Kathleen Olvera – absent	Suzie Mears – absent
Michael Poppa -present	Kate Raglow -present
Michael Ryan – present	Carrie Paulette -present
Xavier Comeau -present	Dennis Way -absent
Haile Sims -present	Josey Shaw –present
Stephanie Iser -present	Bambi Leesberg -present
Others Present: Jennifer Jones-Lacy, Asst. City Administrator	

## AGENDA ITEMS

### A. Introductions

### B. Background on Creation of the Committee

1. Share Budget Objective on initial proposal and Resolution
2. Ad Hoc Explanation
3. Purpose – Provide guidance to the Governing Body on Racial Equity Policies
4. Historical References

Mayor Kelly and Councilmember Rebne shared information on the creation of the committee and the historical references and contextual videos that were shared via email prior to the committee meeting.

### C. Define the Challenges Regarding Racial Equity in RP:

1. Mayor Kelly asked how we define the challenges of racial equity in RP. M. Rebne suggested having more diverse City leadership. Ben Dickens said getting community trust in our PD is important. While Council knows the PD, not everyone does. Xavier said we need to define proper terminology for African Americans and discuss the history of how we got here. Carrie said we should ask the community what they think the challenges are. Stephanie wants to discuss the role the City has in culture and setting a positive example so we can make it clear that we will not tolerate racism in our community. Haile Sims asked what we need to do to make RP more open, the Government has shown that it's very open so how do we address the lack of openness with our residents? Education and outreach is a challenge, Getting people to understand the concept of white privilege when they don't understand that lived experience of other races. How can we make everyone feel comfortable in our City? It's important to have a community that is safe for everyone, even those with different opinions.
2. M. Rebne wanted to keep the focus on racial equity in this committee.

### D. Goals for the Committee -Goals should be measurable

1. More education and outreach from the City. Perhaps training for staff and elected.
2. Create more community engagement activities that involve our Police Department and build on that.
3. Review if there are any obstacles for minority-owned businesses to open in RP and look into ways that we could encourage/increase minority-owned businesses in the City
4. Make sure other RP committees are aware of this committee and that we perhaps start there with any racial equity training or efforts
5. Do a policy review/lit review of what other cities are doing with racial equity.

### E. Select a Chair & Co-Chair:

1. M. Poppa nominated Haile Sims as Chair. Haile accepted the nomination and was voted in as Chair.
2. Kate Raglow volunteered as Vice Chair, she was voted in.

### F. Determine Future Monthly Meeting Schedule - Will send a doodle poll to get a consistent time each month to meet regularly. Next meeting date TBD.

### G. Adjourn

## Summary of services UCS will offer to Cities – from Kathryn Evans, Rooted Strategies

FYI - below are some of the services that we plan to offer to jurisdictions who participate - with specific offerings tailored to each city's unique needs and goals. In addition to these services, UCS will produce a comprehensive toolkit with resources to support your efforts.

### Education and Training

- Provide education and training around history, current state, situatedness, levels of oppression, and systems thinking facilitated by PMC and supported by other content expert consultants.
- Customized Curriculum to increase knowledge and understanding of the history and current state of systemic racism in Johnson County.

### Assessing and Planning

- Equity Audit of individual, organizational, cultural, and leadership factors that impact readiness for and current state of racial equity work in jurisdictions, conducted through assessment tools, one-on-one interviews, and planning meetings with staff and leaders
- Strategic Planning facilitation utilizing a well-regarded framework for building an enduring and resilient initiative, “Moving from Purpose to Practice.” The “Moving from Purpose to Practice” framework is adapted from [Liberating Structures](#) and is intentionally included to enable jurisdictions to set clear objectives and goals for their work.

### Applied Knowledge/ Sustainability

- Leadership Development with leadership competencies developed by Kansas Leadership Center to better equip jurisdictional leaders to manage change and promote accountability in perspectives, policy, process, and culture
- Technical Assistance and Facilitation by PMC to support jurisdictions in the various phases of their racial equity work, including education, planning, implementation, community engagement, communications, and evaluation.

# Racial Equity and Inclusion (REI) Committee Report

The core work of UCS is education and advocacy, mobilizing and planning, and targeted resource allocation. We bring diverse partners to a common table to help inform, guide and lead our work. We strive to be an institutional ally and partner to diverse communities by engaging and working alongside those disproportionately impacted by social and economic barriers to housing, living wage, food, education, child care, and mental and physical health care.

The Racial Equity and Inclusion (REI) Committee launched in February 2020 to determine how UCS will engage in the work of diversity, equity, inclusion and belonging. Members of the committee were specifically recruited because of their professional expertise.

Utilizing a 6-month process and a planning framework called “Moving from Purpose to Practice” designed to identify the core elements of an enduring and resilient initiative.

As a result of this work, UCS has identified five strategic practices that will enable UCS to achieve its purpose of integrating diversity, equity, inclusion and belonging into core work of UCS.

## Strategy 1: Racial Equity in Cities

UCS will provide strategic planning services and technical assistance to jurisdictions as they leverage the energy of the current national movement for racial equity, expand opportunities for learning and community engagement, and pursue policy and systems change to achieve racial equity in Johnson County.

## Strategy 2: Racial Equity Climate Study

UCS will use a research process to identify attitudes and perspectives towards racial equity issues among Johnson County residents, policymakers and other stakeholders.

## Strategy 3: Equity Education and Experiences

UCS will invest in anti-racism/equity education and experiences for UCS staff, board and Council of Advisors to cultivate a race equity culture at UCS.

## Strategy 4: Public Policy Advocacy

UCS will develop and promote a framework for racial equity in public policy to local and state elected officials which will enable policy decisions that promote equitable health and economic outcomes for Johnson County residents.

## Strategy 5: Multisector Education

UCS will educate various sectors on the history and impacts of systemic racism in Johnson County using presentations with targeted learning objectives, first-person storytelling, and sophisticated data analysis to increase knowledge of our shared history and promote a unified narrative of our community.

As a result of this work, the Johnson County community will understand history and impacts of systemic racism and prioritize initiatives that promote diversity, equity, inclusion, and belonging.

For more information, please see the attached [REI Theory of Action](#).

## REI COMMITTEE

- **Brian Brown**, UCS Board Member, Kansas State PTA Diversity Chair, and Kauffman Education Fellow
- **Erik Erazo**, UCS Board Member and Olathe Public Schools Coordinator of Diversity and Engagement
- **Shannon Portillo**, Associate Dean for Academic Affairs at KU Edwards and member of Governor Kelly's Commission on Racial Equity and Justice
- **Vanessa Vaughn-West**, UCS Board Member and Lathrop GPM's Director of Diversity and Inclusion

The REI committee will ensure that the core elements of the Theory of Action are maintained and consistently monitored.



# Racial Equity and Inclusion (REI) Theory of Action



Our purpose is to support the integration of diversity, equity, inclusion and belonging into the core work of UCS.

Principles
<ul style="list-style-type: none"> <li>Share Data</li> <li>Tell Stories</li> <li>Examine Individual Bias</li> <li>Enable Dialogue</li> <li>Recruit and Develop Leaders</li> <li>Collaborate and Plan</li> </ul>
Participants
<ul style="list-style-type: none"> <li>Core Working Group</li> <li>Thought Partners</li> <li>Champions</li> <li>End-Users</li> <li>Resisters</li> </ul>
Structure
<p>A Core Working Group learns from Thought Partners and Resisters, and recruits Champions. Together, they connect with End Users from diverse sectors of the community to implement practices. Champions and Thought Partners provide learning opportunities for End Users and Resisters.</p>

Practices
<p>UCS will launch the Racial Equity in Cities program to provide planning support and technical assistance to local jurisdictions as they pursue racial equity, diversity, and inclusion initiatives.</p>
<p>UCS will conduct a climate study to identify attitudes and perspectives towards racial equity work in Johnson County among residents, policymakers and other stakeholders.</p>
<p>UCS will invest in anti-racism/equity education and experiences for UCS staff, board and Council of Advisors to cultivate a race equity culture at UCS.</p>
<p>UCS will develop and promote a framework for racial equity in public policy to local and state elected officials which will enable policy decisions that promote equitable health and economic outcomes for Johnson County residents.</p>
<p>UCS will educate various sectors on the history and impacts of systemic racism in Johnson County to increase knowledge of our shared history and promote a unified narrative of our community.</p>

Early Outcomes 6 months	Intermediate Outcomes 1 year	Long-Term Outcomes 3 years
<p>Commitments from jurisdictions and funders</p>	<p>Racial Equity in Cities program is fully institutionalized and funded</p>	<p>Improved racial equity culture in Johnson County jurisdictions</p>
<p>Commitments from funders and other stakeholders</p>	<p>End-users are engaged and research tools deployed</p>	<p>Study research is published, continued collaboration with local government and ongoing data analysis</p>
<p>Conduct equity assessment and distribute education/training resources</p>	<p>Internal changes in behaviors, policies and practices</p>	<p>Improved race equity culture at UCS</p> <p>UCS staff and volunteers engaged in external REI work</p>
<p>A “racial equity in policy” framework in use by policymakers</p>	<p>Changes in policies and practices in policymaking institutions</p>	<p>Improved health and economic outcomes for people of color in Johnson County</p>
<p>Access to new sectors of the community</p>	<p>Increased knowledge among multisector stakeholders of our shared history</p>	<p>Strong narrative shared in other educational venues (i.e. school curricula, leadership programs, city/county employee training)</p>

As a result of this work, the Johnson County community will understand history and impacts of systemic racism and prioritize initiatives that promote diversity, equity, inclusion, and belonging.